

December 2008

No. 64

Branch Office:

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Latest from PARIS

Consultation Period

The Consultation period for employees ended on the 7th of November, but as we go into December we still await any feedback from the Council. We know that you commented on all aspects of the deal on offer, because much of your reaction was copied to the UNISON office.

UNISON has also ensured that your comments made to us at meetings, through telephone calls and emails have been fed back to the Council. We have also tried to convey the sense of betrayal and the loss of trust in the employer felt by many members. I have been to many workplaces over the last few weeks and the loss of good will and commitment to the Council is immediately obvious as is the sense of gloom. The dread caused by the prospect of loss of basic pay in 2010 has only been matched by those members who will lose enhancements, allowances and honoraria from the 1st January 2009.

Losers & Losers

David McNulty continues to say in



public that less than 700 staff will lose basic pay whilst ignoring the 100s more that will lose because of changes to Green Book terms and conditions. Many of those who will lose are low paid part time women workers who are supposed to gain equal pay but actually lose because of the way enhancements and allowances are

being cut. They will also now be joined by a further group of women admin and clerical staff who will join the ranks of the low paid. I am afraid Mr McNulty's words of appreciation for Trafford employees in Trafford Today are falling on cynical ears as far as those employees are concerned.

Workers, both men and women, who work at weekends, evenings, nights and on call out will all lose pay. If you see in January that street lighting damaged in accidents has not been repaired or the roads have not been gritted, as well as a general reduction in the quality of services in Trafford you at least will know why. *(cont'd p4)*

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Business Support Review

The Council in conjunction with its external consultant partner has undertaken a review of Business Support provision and has notified UNISON that it will be speaking to members of staff in the areas that are affected, probably in the week commencing 8th December 2008, and then entering a period of consultation. They anticipate that this will lead to some jobs being shed, this is all part of the continuing process of 'increased efficiencies'.

Trafford Council has for many years portrayed itself as a 'lean and efficient' Council, which is most laudable, but our view is that these so called 'increased efficiencies' result in a depleted workforce having to run faster and faster to keep up with the work output, leading to more stress for the employees left. This will mean that the work remaining following any redundancies being picked up by other staff, which should then mean that those jobs are re-evaluated under PARIS. The timing of this following hard on the heels of the Job Evaluation (PARIS) process will not improve the overall morale of the workforce which has been very badly affected in the last few weeks. The management do not seem to appreciate that not only has morale been affected but the workforce will not have that same inclination to go the extra mile in the way that they have done in the past.

We all appreciate that the Council has to measure the cost of meeting the salaries and running costs and balance the budget but at the same time they have to appreciate that you can only stretch a piece of elastic so far before it snaps, and that applies to the staff and their health and the Quality of Working Life and Work Life Balance.



Change of Details Form			
First Name		Last Name	
Membership Number		Occupation	
Workplace (and address)			
Home Address			
e-mail			
Daytime Number		Mobile Number	

If you haven't got your membership number to hand you can find it on the envelope this newsletter came in or the newsletter itself.

Please send changes to the UNISON Branch Office via post or email using the address details on the front page.

“Call Mr Robeson”

Waterside Arts Centre - Monday 27th October

As part of Black History Month 2008, Waterside Arts Centre was the venue for a biopic, tribute concert, political rally and a short history of the civil rights movement rolled into one by Tayo Aluko as he powerfully brought Paul Robeson African American singer, actor and civil rights activist to life in Sale.

Paul Robeson, the son of William Drew Robeson, a former slave, was born in Princeton, New Jersey on 9th April, 1898. He attended Rutgers University (only the third black student in that school's history) in New Jersey, then enrolled in Princeton Law School and became a lawyer.

However, an inability to move forward as a lawyer compelled Robeson to change his life's course. Thus, he began the acting and singing career by which so many people came to love and admire him. Paul Robeson's work and dedication to

political causes remained active throughout his life. He died on January 23, 1976, at age 77, in Philadelphia. The courage of his convictions and his strength before adversity make Paul Robeson a hero to people around the world.



Call Mr Robeson, a play of famous songs and speeches based on his life and work was greatly received by employees of Trafford Council. After the performance Tayo Aluko led a discussion on the life of Paul Robeson, Robeson's visits to Manchester and his involvement with the struggles of Welsh Miners from 1929.

Black History Month steering group were very grateful to UNISON Trafford Branch and a number of Service Areas who contributed generously to fund Call Mr Robeson.

Robina Sheikh

EMPLOYER REPORTS - TRAFFORD LEISURE TRUST

Two new facilities have been officially opened at Altrincham Boys Grammar and Partington Leisure Centre (renamed Partington Sports Village).

The credit crunch has not yet affected income but the summer weather once again affected the golf courses. However based on last years financial performance we are once again getting a bonus of 0.5%

There have been 2 dismissals for gross misconduct neither of which involved UNISON members.

The strategic review report should be ready by the end of November and apparently the council are committed to improving all leisure facilities in the borough.

We've had fires at both Sale and Altrincham centres but apparently neither were too serious and the evacuations were very impressive so at least we know the fire procedures work!

Diana Burns, Steward Urmston Leisure Centre

If you would like this information published in an alternative format, i.e. large print, braille or have any other special requirements please contact the Branch Office

Christmas Crackers!

Q:What time is it when an elephant sits on your fence?

A:Time to get a new fence.

Did you know that Santa's not allowed to go down chimneys this year?

It was declared unsafe by the Elf and Safety Commission.

*What do you mean by telling everyone that I'm an idiot ?
I'm sorry, I didn't know it was supposed to be a secret!*

This match won't light !

That's funny, it did this morning !

The four stages of life for men:
You believe in Santa Claus- You don't believe in Santa Claus-
You become Santa Claus-
You begin to look like Santa Claus.

How do we know that Santa is a man?
There are 2 doors and 8 windows in an average house, and he chooses to come down the chimney!

Waiter, this soup tastes funny ?

Then why aren't you laughing !

What do you call a man with seagulls flying around his face? Cliff.

What do you call a man with brown paper trousers? Russell.

Do you have any invisible ink ?
Certainly sir. What colour ?

PARIS (continued from front page)

Hope for Some

Some posts supported by managers have been taken back to moderation panels to be re evaluated and we welcome this. Directorates are also putting forward posts they believe should have a Market Supplement applied. This still leaves many members in the position of facing losses and I would urge members to send back your intention to appeal forms to UNISON if there is any chance you may wish to appeal. It can be withdrawn at a later stage if necessary.

School Support Staff

The harmonisation of hours and weeks of working for school support staff means many members could lose pay and could be forced to move from what at present are regarded as full time posts to part time. The Council has agreed to set up a tripartite working party consisting of Officers, School Heads and Teaching Assistant Stewards in order to try work out options on how the new hours

can be applied. This however still leaves large groups of workers in kitchens, school transport, school crossing patrols and mid day assistants who will not only lose allowances but will be forced to work extra days.

Legal Advice

The legal advice changes all the time, but where cases come to court and are successful we will ensure all members are kept informed if it could be to their advantage.

If the Council change their position on any part of the deal we will advise members and of course all members who need advise on appeals or any other aspect of PARIS will be supported—contact the branch office using details on the front page.

Joan Beswick, Branch Secretary

WANTED

UNISON MEMBERS
TO TAKE PART IN DECISION MAKING,
BE INFORMED AND INFORM OTHERS,
ADVISE AND SUPPORT COLLEAGUES,
RECEIVE FIRST CLASS TRAINING AND SUPPORT

INTERESTED?

THE BRANCH HAS THE FOLLOWING VACANCIES:

- STEWARDS IN ALL WORKPLACES
- HEALTH AND SAFETY STEWARDS
 - LEARNER REPS
- BRANCH COMMITTEE MEMBERS
- THE FOLLOWING BRANCH OFFICER POSTS:

Equalities Officer

Communications Co-ordinator

LGBT Self Organised Group Officer

Disabled Members Officer

Young Members Officer

**A strong union is made stronger by the involvement
of its members so why not think about getting
involved?**

**For a no obligation discussion please contact Joan
Beswick at the Branch Office**

0161 877 9840

joan.beswick@trafford.gov.uk



FAT CAT'S Mewsings

*The
UNISON
cat with his
ear to the
ground!*

Hypocrisy! Yes, it's alive and well and kicking in Trafford Council. Have you noticed that when the Senior Management team are doing an end of year message to the workforce they usually (in fact, almost always) say the **'the staff are our greatest asset'**. However, when the chips are down and we start talking money, the **'greatest asset'** is quietly and quickly forgotten.

What will not be forgotten, of course, is that the top 19 jobs in Trafford Council were re-assessed last year and they shared an increase of £250,000 between those positions. That's an average increase of over £13,000 each.

Following job evaluation (PARIS), some members of our **'greatest asset'** are facing losses of up to £10,000 per annum each. I wonder how many of the staff whose salaries are marked for going down in January 2010 still feel like Trafford Council's **'greatest asset'**? We all know about how these are difficult times and local authorities have to balance their budgets, and that Trafford Council are putting in £4M to support the cost of job evaluation – but, in reality, £4M is not a big sum in the overall budget. Especially not when you think that £1/4M went to just 19 individuals.

Even worse is the fact that a large number of staff have been told that they are 'gainers' in the process, but have found that in the small print their overtime and other enhancements are being substantially reduced, and that when they get their payslips they could find that they are not gainers at all. Allowances and enhancements are not pay protected. Not to worry though, you will be comforted by the fact that Trafford Council have stretched their goodwill to the limit by 'giving' you a full 12 months pay protection. The reason put forward for this period was that the council feared that to give longer would leave them open to legal claims regarding 'equal pay'. The fact is that many authorities have given longer, and only last week Bolton Council gave 2 years and 9 months protection. Which authority is caring more for their **'greatest asset'**.

When you are being told that you are still Trafford Council's **'greatest asset'** you might begin to question all the additional goodwill staff give to Trafford. Good will that Trafford has happily taken for granted and trades on, year-in and year-out.

As you will have noticed, this has been more than enough to make my milk curdle! Particularly when Fat Cat hears that Trafford are engaged in another round of 'increased efficiencies'. Well, we all know what that means! Strip out some more jobs and make those left run faster and faster.

In Parliament today, the leader of the conservatives stated that if they were in charge they would reduce Council Tax, and that would be paid for by increased efficiencies'. So if you think you are running fast now you could be running in the 2012 Olympics the way things are looking! The best 'efficiency' would have been to have saved on the bill from those very nice management consultants from KPMG.

Well, since the milk is curdled, I had better think about sharpening my claws instead.

Do not forget to wish the senior management team a very happy Christmas and that 2009 be a good year, as we all know that for many 2010

Paws for thought on your festive feastings...

"I won't eat anything that has intelligent life, but I'd gladly eat a network executive or a politician." Marty Feldman

Pop the Question

If you have a question for publication, please send it to Derek Austin by e-mail

(derek.austin@trafford.gov.uk) or by post, care of the UNISON office. Please note that the questioner's

Q. I am due to return to work after a period of maternity leave shortly. Am I correct in believing that I can now work part-time?

A. Maybe! You cannot demand to be put on part-time working, however you are entitled to ask your employer for a change to your working pattern/number of hours. You should be allowed to change your hours unless to do so would be detrimental to the service. Your request needs to be in writing and a formal procedure must be followed. If you do change your hours to part-time, you do not have the right to go back to full-time working without your employer's agreement. If you want more advice about Flexible Working then speak to your steward or Robina Sheikh, Women's Officer.

Q. My desk is situated directly beneath one of the air conditioning outlets in my workplace and I sometimes feel so cold that I am obliged to work with my coat on. At the same time, elsewhere in the office, colleagues complain that it is sweltering and have portable fans trained on them! Is there a maximum and minimum working temperature?

A. Employers are legally bound to maintain a reasonable temperature in your workplace (Workplace [Health, Safety and Welfare] Regulations 1992, Reg. 7), although the word 'reasonable' is open to interpretation. Also, the 'comfort zone' of individuals, that is their tolerance to heat, cold, light, shade and noise, can differ considerably from person to person. Regulation 7 does not specify a maximum reasonable temperature but the Code of Practice says that 16 degrees Celsius (or 13 degrees when employees are engaged in strenuous physical work) should normally be the minimum. Speak to your Unison Steward or Unison Health and Safety Representative if your working environment feels too hot or cold.

Caption Competition

Is this the audition queue for Matrix 4?



They wouldn't put me in the knitwear catalogue, so.....

Runner-up—Susan Savage



Graham Ioveridge



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UNISON Branch AGM 2009

As this is a time of great change, particularly PARIS and job evaluation, it is more important than ever that you attend the branch annual general meeting—you need to hear what the Branch Committee have to say, and the Branch Committee needs to hear what our members have to say, and we all need to work out what we can do together, in UNISON.

Trafford Town Hall

Tuesday 3rd March, 2009

12.15pm—1.45pm

Sale Waterside

Wednesday 4th March, 2009

5.15pm—6.45pm

George Carnall Leisure Centre

Thursday 5th March

7.15pm—8.45pm

Refreshments will be provided at each venue

WELCOME

New Stewards

Margaret Smart: Brentwood Special School
Elizabeth Ribbands: Brooklands Primary School
Erica Barker: Delamere Special School
Geraldine Sherliker: Flixton Girls High School
Sarah Cawley: Limetree Primary School
Mandy Green: SENAS

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UNISON Stewards & Officers

Department/Section	Name	Position in Branch	Tel No
UNISON Branch Office	Joan Beswick	Branch Secretary	877 9840
UNISON Branch Office	Tony Ward	Assistant Branch Sec	877 9840
Grounds Maintenance	Paul McDermott	Health & Safety Officer	07729 857018
Carrington Depot	Keith Bradshaw		877 9840
Meadowside Centre	William Hill		912 5951
Audit, Scrutiny and Governance	Margaret Carroll	Treasurer	912 1282
School Improvement Service	Nina Chidgey		912 8256
Northenden Road	Derrick Dickinson	Welfare Officer	912 3568
Environment	Chris Dooley		912 5515
Culture & Sport	Robina Sheikh	Women's Officer	912 4057
Connexions	Jack Hartley		911 8600
Turn Moss Playing Fields	Derek Hodges		07769 903292
Parking Services	Norma Lockett		912 1388
Planning & Building Control	Derek Austin		912 3199
Planning Enforcement	Geoff Hayes		912 1097
Community Safety	Mo Mir		956 7851
Public Protection	Teresa McNeil	International Officer	912 4578
Finance Management	Catriona Scott		912 4316
Connexions	Mike Smith		911 8622
Admin Buildings	Jerry Wieczorek		07834 869716
Youth Offending Team	Jenny Walker		911 8211
Public Protection	Karen Whalley	Education Co-ordinator	912 4922
Over11's Outreach Team	Paul Whalley		748 6003
Home Care	Frances Woods		077958 170999
Access Trafford (Sale)	Julie Hodgkinson		912 2318
Access Trafford (Friar's)	Gaynor Harrison		911 8078
Schools & Colleges			
Cloverlea Primary School	Lesley Entwistle		980 4047
St Antony's RC High School	Sylvia Howie		911 8025
Gorse Hill Primary School	Janet Kenyon-Land		865 1209
Stretford High School	Astrid Loveland		912 4894
North Trafford College	Chris Mullineux		886 7014
Stretford High School	Jackie Murphy		912 4894
South Trafford College	Jackie Regan		952 4854
Old Trafford Community School	Tony Scandella		912 4218
Lostock High School	Valerie Cain		864 5700
St John Vianney School	Margaret Cassidy		881 7843
Brentwood Special School	Margaret Smart		0844 842 9060
Brooklands Primary School	Elizabeth Ribbands		973 3758
Delamere Special School	Erica Barker		747 5893
Flixton Girls High School	Geraldine Sherliker		912 2949
Limetree Primary School	Sarah Cawley		973 1554
SENAS	Mandy Green		877 9840
Non-Council Employers			
Urmston Leisure	Diana Burns		912 2960
Trafford Housing Trust	Stephen Lynch		968 0206
Trafford Housing Trust	Jan Ward		968 0132
Trafford Housing Trust—Urmston	Karen Nicholson		968 0133
Trafford Housing Trust	Richard Davis	Black Members' Officer	968 0053
Retired Members	Peter Carlon		877 9840

Branch Officer Roles—An Introduction

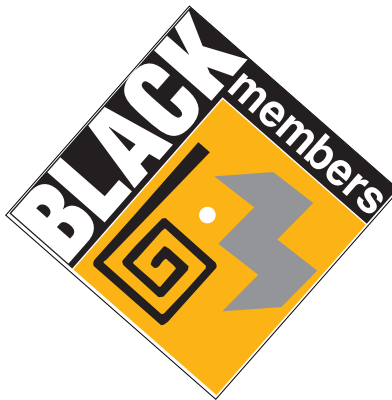
This is the first of a series of articles about Branch Officer posts. We hope to provide more understanding about the roles of the individual officers and also the make-up of the Branch Committee. In this way, we also hope that all members will feel connected with their Branch.

In this edition we are focussing on the Black Members' Group and Black Members' Officer, Richard Davies of Trafford Housing Trust.

Trafford UNISON Black Members Group has been in existence for over 5 years, with the establishment of a Black Members Officer's post within the branch structure. The post Black Members Officer is up for re-election each year. Richard Davis was recently re-elected to the post that he held for a number of years. Richard has been a trade union and community activist for over 25 years within the Greater Manchester Region.

Trafford UNISON branch has demonstrated its commitment to the group that reflects the diversity of its membership, and provide the necessary funds for members to attend conferences, seminars, training etc; administrative and technical assistance, to ensure the group become a sustainable success. The Group also organise lunchtime workshops throughout the borough on bullying and harassment in the workplace; effective networking and how to support its members.

As a Self-organised Group within branch structure, has proven to be very successful, in helping to resolved important inequality, race and community relations issues. As a result, Black members have developed new skills and self-esteem that open other doors



of opportunities in their workplaces and / or within the wider union structure.

There is a Northwest Regional Black Members Committee that based at Area's point in the Centre of Manchester; Richard Davis represents the group on the committee. He also sits on various working parties and represents the region over the years. On a national level, there is a national Black Members Group that organizes the annual National Black Members Conference.

The National Black Members' conference is where black members throughout UNISON can reach collective decisions on their priorities and seek to influence policy in the wider union and in their workplaces.

The next UNISON National Black Members' Conference will be held in Bristol in January 2009, Audra Brandy and I will be attending as Trafford UNISON's delegates

For further information about Trafford UNISON Black Members Group, please contact Richard Davis [Black Members Officer] on 0161 968 0053 / 07927143531 or email: richard.davis@traffordhousingtrust.co.uk

UNISON has used the generic term "Black" to refer to members of African, Caribbean, Asian and other visible minority ethnic communities who may face racism.

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LOTTERY WINNERS



JUNE 2008

1st Prize	J Austin 189	Connexions	£122.40
1st Prize	T Farebrother 491	Brookside EPH	£122.40
2nd Prize	A Dyke 882	Business Support	£102.00
3rd Prize	A Harney 586	Service Improvement Team	£61.20
4th Prize	S Cook 791	Broomwood School	£51.00
4th Prize	A Davies 984	Grounds Maintenance	£51.00

JULY 2008

1st Prize	M Fawcett 351	Brentwood School	£123.48
1st Prize	D Meades 053	Early Years	£123.48
2nd Prize	R Brunt 653	Old Trafford Comm School	£102.90
3rd Prize	T Hope 1054	Pathways South	£61.74
4th Prize	T O'Dea	Homecare	£51.45
4th Prize	L Kay 651	Lostock High School	£51.45
1st Prize	F Clarke 1016	Delamere School	£114.48

AUGUST 2008

1st Prize	S Lydon 646	School Escort	£114.48
2nd Prize	R Clarke 810	Adult Social Services	£95.40
3rd Prize	J Pilkington 633	Area Management	£57.24
4th Prize	J Shore 304	Stretford High School	£47.70
4th Prize	L Henry 350	Connexions	£47.70

SEPTEMBER 2008

1st Prize	Ben Kennedy 1285	Legal Services	£119.40
1st Prize	J Ginty 1107	Social Services	£119.40
2nd Prize	A Ratcliffe 680	Older People's Services	£99.50
3rd Prize	N Skipper 841	Personnel	£59.70
4th Prize	M Wansborough 291	Strategic Planning	£49.75
4th Prize	L Rogers 038	Adult Social Services	£49.75

OCTOBER 2008

1st Prize	W Sookasian 595	Children's Services	£113.64
1st Prize	R Sheikh 077	Arts & Cultural Development	£113.64
2nd Prize	D Roberts 027	Adaptations Team	£94.70
3rd Prize	P Kerr 556	Harry Lord House	£56.82
4th Prize	D Broughton 995	Duty & Assessment Team	£47.35
4th Prize	T Thirlwall	Forest Gate Primary	£47.35

NOVEMBER 2008

1st Prize	D Clarke 544	Learning Disabilities	£112.68
1st Prize	A Quayle 734	Trafford Housing Trust	£112.68
2nd Prize	J Carruthers 1199	Shawe Road	£93.90
3rd Prize	T Odea 1290	Homecare	£56.34
4th Prize	J Ratcliffe 778	Trafford Housing Trust	£46.95
4th Prize	A Briksnis 597	Stretford Public Hall	£46.95

TRAFFORD STAFF LOTTERY APPLICATION FORM

I wish to apply to join the Trafford Staff Lottery and agree to pay the following subscription each month/week* (Please tick relevant box below)

Full Name.....

One Number

£1 per month

Two Numbers

£2 per month

46p per week*

Place of Work.....

Department.....

Telephone Number..... Payroll No.....

When completed this form should be returned to:

TRAFFORD METROPOLITAN UNISON (FREEPOST MR9416)

Unit 2A, Warwick House, 17 Warwick Rd, Old Trafford, Manchester, M16 1UX

Authorisation for Deduction from Salary/Wages I hereby authorise the Director of Finance and Property of the Borough of Trafford or the Payroll Section responsible for my pay, to deduct the following sum from my salary/wages,* until further notice in writing by me, and forward this to the Treasurer of the Trafford Metropolitan UNISON Branch.

Signed.....

Date.....

RECRUIT A FRIEND to UNISON and both you and the friend will receive a free gift of either a UNISON Pedometer, a UNISON Stress Goldfish, or a UNISON Alarm Clock.

To be completed by **New** UNISON member

I would like a (please tick)

UNISON Stress Cow

UNISON Alarm Clock

To be completed by **EXISTING** UNISON Member

Name and mailing address (Please print)

.....

.....

..... Post Code

I would like a (please tick)

UNISON Stress Cow

UNISON Alarm Clock

Please fill in this application form form in **BLOCK CAPITALS** and send it to the address shown below.

1. YOUR PERSONAL DETAILS

Mr/Ms/Miss/Mrs	First Name	Other Initial
Surname		Date of Birth / /
Home address		
Postcode	Home	
National Insurance No.		

Please tick this box if you require materials in a different format (e.g. large print or Braille) - be sure to supply contract details below

Please give your email address for UNISON to contact you -indicate if work or home

2. YOUR EMPLOYMENT DETAILS

Employers Name

Job Title/Occupation

Department/Section

Workplace Address

Postcode

Payroll No.

When completed please send to:

**TRAFFORD METROPOLITAN UNISON,
FREEPOST (MR9416)
Unit 2A Warwick House, 17 Warwick Road,
Old Trafford, Manchester, M16 1UX.**

3. WHAT YOU WILL PAY FROM 1 OCTOBER 2003

Please tick your earnings before stoppages

Weekly Pay	Annual Pay	✓ Band	Per Week	Per Month
Up to £38.47	Up to £2,000	<input type="checkbox"/> A	£0.30	£1.30
£38.48-£96.16	£2,001-£5,000	<input type="checkbox"/> B	£0.81	£3.50
£96.17-£153.84	£5,001-£8,000	<input type="checkbox"/> C	£1.22	£5.30
£153.85-£211.53	£8,001-£11,000	<input type="checkbox"/> D	£1.52	£6.60
£211.54-£269.23	£11,001-£14,000	<input type="checkbox"/> E	£1.81	£7.85
£269.24-£326.92	£14,001-£17,000	<input type="checkbox"/> F	£2.24	£9.70
£326.93-£384.61	£17,001-£20,000	<input type="checkbox"/> G	£2.65	£11.50
£384.62-£480.76	£20,001-£25,000	<input type="checkbox"/> H	£3.23	£14.00
£480.77-£576.92	£25,000-£30,000	<input type="checkbox"/> I	£3.98	£17.25
£576.93-£673.08	£30,001-£35,000	<input type="checkbox"/> J	£4.68	£20.30
£673.08 +	Over £35,000	<input type="checkbox"/> K	£5.19	£22.50

Please tick the appropriate box to indicate how often you are paid

Weekly

Fortnightly

Four Weekly

Monthly

Please tick this box if you are a student member in full-time education (including student nurses or modern Apprentices). Your subscription is £10 per year.

4. POLITICAL FUND

UNISON'S **Affiliated Political Fund (APF)** is used to campaign for and promote UNISON policy and the need for quality public services within the Labour Party, locally and nationally, in Parliament and Europe. UNISON APF affiliates to the Labour Party.

UNISON'S **General Political Fund (GPF)** is used to pay for campaigning at branch, regional and national levels of the union and for research and lobbying in Parliament and Europe. It is independent of support for any political party.

It is important that you indicate a choice of fund by ticking one of the boxes below. Your subscription shown above includes a political fund payment so you do not pay any more by being in one of the funds.

UNISON will process your membership information together with other information for administration, statistical analysis, conducting ballots, statutory requirements and for sending newsletters, journals and surveys and for letting you know about educational and campaigning matters. We will disclose your information to our service providers and agents for these purposes.

If you do not want to receive any mailings from UNISON besides those required by statute, please tick this box.

If you have been a member of a trade union before, please state which one:

We may share your information with organisations with whom we have a business relationship for your benefit. We, or they may contact you by mail, telephone, SMS, fax or e-mail to let you know about goods, services or promotions which we think may be of interest to you.

If you do not wish to receive such information please tick this box.

If you tick either of these boxes then you will be removed from the appropriate mailing lists as quickly as possible but for administrative reasons this may take a couple of months.

5. YOUR AUTHORISATION

- I wish to join UNISON and accept its rules and constitution.
 - I authorise deduction of UNISON subscriptions from my salary/wages at the rate determined by UNISON in accordance with its rules to be paid over to them on my behalf and I authorise my employer to provide to UNISON information to keep my records up to date.
 - I authorise deduction of the following political fund payment as part of my subscriptions: Tick one box only
- Affiliated Political Fund
- General Political Fund

Now please sign and date below.

Signature

Date